



U. S. ARMY GARRISON, FRANCONIA

"TEAM OF TEAMS"



COMMANDER'S POLICY

POLICY NUMBER: 6

DATE: 1 October 2005

SUBJECT: Recruitment of Civilian Employees

1. **REFERENCE:** The Department of Defense (DOD) Civilian Personnel Manual 1400.25-M, 301, dated Dec 96.

2. **PURPOSE:** To provide interim recruiting procedures to place USAG, Franconia employees into permanent vacancies in USAGs Ansbach, Bamberg and Schweinfurt prior to the official RIF announcement.

3. **SCOPE:** This policy applies to all USAG, Franconia Garrisons.

4. **POLICY:**

a. The USAG Franconia Deputy Commander will approve all permanent and temporary recruitments for authorized FY06 TDA positions, reassignments and temporary promotions. The proposed personnel action request will be forwarded through command channels to the USAG, Franconia DC prior to submission to the Civilian Personnel Operations Center (CPOC) for action.

b. The USAG Franconia Deputy Commander will approve all selections for authorized FY06 TDA positions. The sensitive nature of our current operating environment requires thorough justification for recommended selections.

c. Vacant positions in the USAG Franconia at the GS-11 level or above will be recruited from a wide area of consideration and will include candidates from both inside and outside the current federal workforce. As a minimum, the area of consideration should include all current Army employees and recruitment from outside sources such as the Office of Personnel Management's Bulletin 40 and Veterans Readjustment Appointment eligibles.

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4. **PROPONENT:** The proponent for this memorandum is the USAG, Franconia HRO office, 351-1430.

5. This policy memo supersedes 98th ASG Policy memo 6 dtd, 21 July 2004.

"Teams of Teams!"

A handwritten signature in black ink, appearing to read "Russel D. Santala". The signature is fluid and cursive, with a small red mark at the end.

RUSSEL D. SANTALA
COL, AD
Commanding